

# HELP WANTED:

## Highlights from the Fourth Quarter, 2004 Louisiana Job Vacancy Survey

### Lafayette Regional Findings

Louisiana Department of Labor  
Developed by the Research & Statistics Division  
for the Office of Workforce Development



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# WHERE are the vacancies?

## Lafayette Vacancies by Occupational Group

Occupational Group	Number of Vacancies	Employment in Occupation	Percent Requiring More than a High School Diploma	Percent Requiring at Least Some Work Experience	Median Hourly Wage Offered
Transportation & Material Moving	897	22,140	18.2%	58.4%	\$6.00
Installation, Maintenance & Repair	673	16,190	69.5%	79.6%	\$10.00
Construction & Extraction	625	19,450	35.8%	96.0%	\$12.00
Food Preparation & Serving Related	608	19,130	0.0%	18.2%	\$5.15
Sales & Related	476	26,060	20.7%	24.5%	\$5.35
Production	422	19,700	56.9%	93.7%	\$10.00
Office & Administrative Support	371	40,730	59.4%	66.8%	\$7.50
Healthcare Practitioner & Technical	322	13,210	95.9%	71.4%	\$15.50
Healthcare Support	294	6,880	63.3%	61.8%	\$5.95
Building & Grounds Cleaning & Maintenance	136	6,600	0.0%	37.7%	\$10.00
Management	106	11,510	69.5%	100.0%	\$17.00
Non-Classifiable Occupations	99	NA	0.0%	0.0%	\$7.00
Architecture & Engineering	71	4,240	82.0%	75.0%	\$10.50
Personal Care & Service	65	4,950	0.0%	44.6%	\$6.75
Legal	57	2,010	NA	NA	\$17.76
Arts, Design, Entertainment, Sports & Media	41	1,490	100.0%	100.0%	\$11.00
Farming, Fishing & Forestry	31	370	0.0%	0.0%	\$5.50
Computer & Mathematical Science	18	1,200	73.2%	100.0%	\$20.19
Life, Physical & Social Science	12	1,230	62.0%	100.0%	\$15.50
Business & Financial Operations	8	5,320	100.0%	100.0%	\$19.41
Community & Social Services	0	2,420	NA	NA	NA
Education, Training & Library	0	12,640	NA	NA	NA
Protective Service	0	4,280	NA	NA	NA
<b>Total, All Occupational Groups</b>	<b>5,330</b>	<b>241,750</b>	<b>42.3%</b>	<b>64.3%</b>	<b>\$8.75</b>

## Job titles with many openings

Nursing Aides, Orderlies, and Attendants – 294 openings  
 Brickmasons and Blockmasons – 284 openings  
 Food Preparation & Serving Related Workers, All Other – 257 openings  
 Automotive Technicians and Repairers – 242 openings  
 Automotive Body and Related Repairers – 242 openings  
 Insurance Sales Agents – 229 openings  
 Captains, Mates, and Pilots of Water Vessels – 211 openings  
 Fast Food and Counter Workers – 204 openings  
 Truck Drivers, Light or Delivery Services – 184 openings  
 Cleaners of Vehicles and Equipment – 161 openings

## Lafayette Vacancies by Industry Group

Industry Group	Number of Vacancies	Industry Employment	Vacancy Rate	Median Hourly Wage Offered
Trade, Transportation & Utilities	1,088	54,983	2.0%	\$6.33
Construction	756	16,315	4.6%	\$14.50
Education & Health Services	725	52,814	1.4%	\$8.00
Other Services	723	6,313	11.5%	\$8.75
Leisure & Hospitality	684	23,595	2.9%	\$5.50
Financial Activities	584	14,229	4.1%	\$10.00
Professional & Business Services	312	21,297	1.5%	\$11.69
Manufacturing	254	19,716	1.3%	\$9.38
Natural Resources & Mining	204	21,434	1.0%	\$13.29
Information	0	4,305	0.0%	NA
<b>Total, All Industry Groups</b>	<b>5,330</b>	<b>235,001</b>	<b>2.3%</b>	<b>\$8.75</b>

## WHAT do these numbers mean ?

There were 5,330 job vacancies in the Lafayette Regional Labor Market Area (RLMA 4), for a vacancy rate of 2.3 percent. This means that for every 100 jobs, approximately two were vacant at the time of the survey. The Transportation & Material Moving occupational group had the highest number of vacancies (897), comprising approximately 17 percent of all reported openings. The Installation, Maintenance & Repair occupational group took second place in the number of vacancies (673) for the 4<sup>th</sup> quarter 2004 survey.

The Trade, Transportation & Utilities industry group had the largest number of vacancies (1,088), accounting for 20 percent of the vacancies in this survey. Two of the occupational groups with a large number of vacancies can be found in this industry group: Transportation & Material Moving and Sales & Related.

Education and experience requirements varied widely across occupational groups. Food Preparation & Serving Related, Building & Grounds Cleaning & Maintenance, Personal Care & Service, and Farming, Fishing & Forestry occupational groups had the smallest number of job vacancies requiring more than a high school diploma, while Healthcare Practitioner & Technical; Arts, Design, Entertainment, Sports & Media; and Business & Financial Operations occupational groups required more than a high school diploma for most of their vacancies. More than half of the job vacancies require at least some work experience. Wages varied by occupation from a median wage of \$5.15 per hour for Food Preparation & Serving Related to a median wage of \$20.19 for Computer & Mathematical Science. Median hourly wage for all occupational groups was \$8.75.

# A SNAPSHOT

## of Lafayette job vacancies

### How are experience, education and pay related?

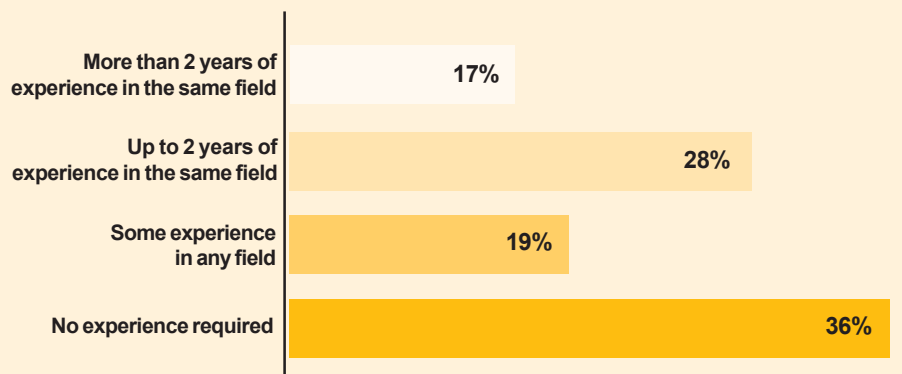
Tenure is a way of identifying how experience, education and pay relate to one another. Employees with higher years of tenure usually have higher levels of education, more experience, and are paid more, while employees with less education and experience find themselves in low paying jobs that have more turnover. Based on the Bureau of Labor Statistics 2004 Employee Tenure report, jobs with noticeably high employee tenure included management occupations (6.0 years), architecture and engineering occupations (5.8 years), protection service occupations (5.5 years), education, training, and library occupations (5.1 years), production occupations (5.0 years), and healthcare practitioner and technical occupations (4.5 years). Jobs with somewhat low employee tenure included food preparation and serving related occupations (1.8 years), personal care and service occupations (2.7 years), sales and related occupations (2.8 years), and healthcare support occupations (2.9 years).

Overall, Lafayette area employers were seeking experienced workers for the 4<sup>th</sup> quarter 2004. Almost two-thirds of all reported vacancies required at least some previous work experience. Approximately one in five vacancies required some experience in any field, 28 percent required up to two years experience in the same field, and approximately one in six vacancies required more than two years of experience in the same field.

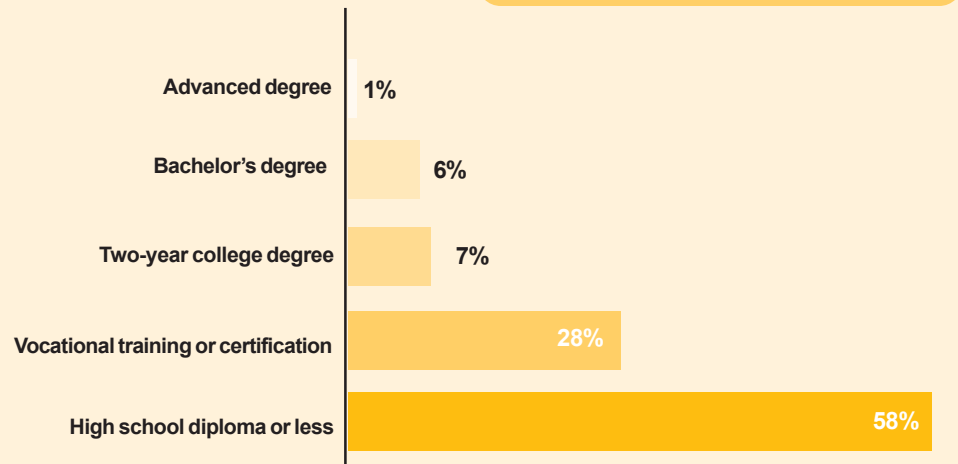
Only 7 percent of Lafayette area job vacancies required a four-year college degree or higher. Six percent required a bachelor's degree, while only one percent required an advanced degree. Educational attainment of a high school diploma or less was required by 58 percent of the job vacancies reported. Seven percent of the vacancies required a two-year college degree and 28 percent of the vacancies required vocational training or certification.

The majority of the job vacancies paid from \$5.16 to \$10.00 per hour, with the largest share of vacancies (30%) paying \$7.01 to \$10.00 and the second largest share (26%) paying \$5.16 to \$7.00. Fourteen out of 100 job vacancies paid \$5.15 an hour or less, while 8 out of 100 job vacancies paid over \$16.00.

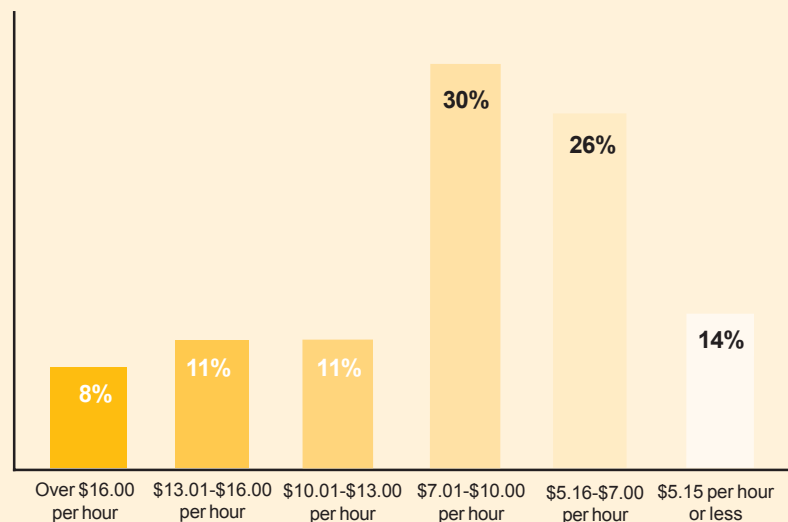
### How much experience do Lafayette job vacancies require?



### How much education do Lafayette job vacancies require?



### How much do Lafayette job vacancies pay?



### What is the difference between an *industry* and an *occupation*?

An industry is a group of establishments, categorized according to the goods or services they provide. For purposes of this study, many of the industry sectors are grouped together to provide summary information. For instance, the industry sectors of Wholesale Trade, Retail Trade, Transportation and Warehousing, and Utilities are combined to form a summary industry group called Trade, Transportation & Utilities.

An occupational group is a group of workers, categorized according to the skills they have and what they do on the job. For example, Healthcare Practitioner and Technical Occupations is one occupational group that includes many different types of occupations such as Dentists, Optometrists, Therapists, Veterinarians, Diagnostic related Technologists and Technicians, and Medical Records and Health Information Technicians. These are just a few of the occupations you can find in this occupational group.

Each industry contains a variety of occupations, and many occupations may be found in every industry. Using Healthcare Services (part of the summary industry group of Education & Health Services) as an example, you may find the following occupations in a hospital: doctors, therapists, office managers, medical records clerks, housekeepers, nurses, food preparation workers, and maintenance workers.

# What did EMPLOYERS say?

Employers' Responses to the Open-Ended Question:  
*"In trying to fill this position,  
 what is the greatest difficulty you have faced, if any?"\**

Reported Difficulty	Number of Responses	Percent of Responses
<i>"We have been unable to find qualified applicants and/or qualified applicants with experience."</i>	17	12.1%
<i>"Qualified applicants will not work for the compensation package we offer."</i>	3	2.1%
<i>"We have been unable to find applicants with the specific experience/training/skills that we are seeking."</i>	25	17.9%
<i>"There is a shortage of people in the occupation."</i>	22	15.7%
<i>"Some aspect of the job is undesirable to applicants (such as shifts, weekends, heavy lifting)."</i>	19	13.6%
<i>"The work ethic of people, once they are hired is unacceptable." This included comments on appearance, social skills, attitude, maturity, and dependability.</i>	11	7.9%
<i>"Turnover – keeping people once they have been hired is the biggest problem."</i>	9	6.4%
<i>"Finding people that want to work. Not enough applications submitted."</i>	10	7.1%
<i>Some other difficulty mentioned.</i>	11	7.9%
<i>"No reported difficulty in filling vacancy."</i>	13	9.3%
<b>Total Responding to this Question</b>	<b>140</b>	<b>100.0%</b>

\* Confidentiality concerns precluded publishing employers' verbatim responses. However, an LDOL analyst reviewed all responses to the question above, grouped similar responses together, then re-worded the similar responses into one representative sentence or phrase, as shown above. Data shown in this table are unweighted. Percentages may not total to 100 percent due to rounding.

Major Occupational Group	Number of Vacancies	Vacancy Rate	Hiring Demand Index*	Median Number of Days Position was Vacant
Architecture & Engineering	71	1.66%	Average	30
Arts, Design, Entertainment, Sports & Media	41	2.73%	High	360
Building & Grounds Cleaning & Maintenance	136	2.06%	Low	180
Business & Financial Operations	8	0.16%	Low	60
Community & Social Services	0	0.00%	NA	NA
Computer & Mathematical Science	18	1.54%	Low	30
Construction & Extraction	625	3.21%	Average	180
Education, Training & Library	0	0.00%	NA	NA
Farming, Fishing & Forestry	31	8.29%	High	3
Food Preparation & Serving Related	608	3.18%	Low	7
Healthcare Practitioner & Technical	322	2.43%	High	30
Healthcare Support	294	4.28%	Average	14
Installation, Maintenance & Repair	673	4.15%	High	30
Legal	57	2.82%	High	57
Life, Physical & Social Science	12	0.94%	Low	14
Management	106	0.92%	Low	21
Non-Classifiable Occupations	99	NA	NA	1.5
Office & Administrative Support	371	0.91%	Low	21
Personal Care & Service	65	1.32%	Low	14
Production	422	2.14%	High	14
Protective Service	0	0.00%	NA	NA
Sales & Related	476	1.83%	Low	60
Transportation & Material Moving	897	4.05%	High	5
<b>Total, All Occupations</b>	<b>5,330</b>	<b>2.20%</b>		<b>21</b>

Taking all of the labor shortage indicators together (vacancy rate, hiring demand index, and the length of time vacancies remained unfilled), the only occupational group with a possible shortage was Arts, Design, Entertainment, Sports & Media. The overall vacancy rate for 4<sup>th</sup> quarter 2004 was 2.2 percent, and positions stayed vacant for a median of 21 days, indicating that employers were able to fill a manageable number of vacancies in a reasonable amount of time. There were three occupational groups that appeared to be experiencing mild shortages: Healthcare Practitioner & Technical, Legal, and Installation, Maintenance & Repair. All three had high vacancy rates, high hiring demand indices, and vacancies that stayed open longer than the median number of days.

\*The Hiring Demand Index indicates whether demand for workers in an occupational group is more than what we would expect from turnover levels alone. A "high" score on the Hiring Demand Index means that, all else equal, a labor shortage is **likely**, because there are more openings than we would expect to see from normal turnover alone. A "low" score means that a labor shortage is **unlikely**, because there are **not** more openings than we would expect to see from turnover alone. See the back cover of this report for more details on this measure.

Are there  
**LABOR SHORTAGES**  
 in Lafayette?

## FOR MORE INFORMATION

Fourth Quarter 2004 Job Vacancy Survey Findings are available for the state of Louisiana as well as all eight regional labor market areas (RLMAs). To order copies, or for more information, please contact the Louisiana Department of Labor's Research and Statistics Unit at (225) 342-3141, or toll-free at (888) 302-7662. You may also download any Job Vacancy Survey product from our Web site: [www.LAWORKS.net/qm\\_JVS.asp](http://www.LAWORKS.net/qm_JVS.asp).

### TECHNICAL NOTES

for the Fourth Quarter 2004  
Job Vacancy Survey

#### THE SAMPLE

The Job Vacancy Survey was based on a random sample of Louisiana business establishments covered by Louisiana's unemployment insurance (UI) tax laws. The survey was conducted in a cooperative endeavor between Louisiana State University and Louisiana Department of Labor. The sample was stratified by firm size, region (including the eight regional labor market areas in Louisiana) and industry classification. This sample excludes certain types of establishments: small businesses with self-employed owners and some non-profit and religious organizations, which are not covered by UI tax laws. In addition, the sample is limited to **private employers only. The vacancies reported in this study do not include openings with any federal, state, or local government entities in Louisiana.** The total sample size was 8,139. The overall response rate for this survey was 38.7%.

#### JOB VACANCY RATES

Vacancy rates are computed as the number of vacancies in an occupation divided by the total employment in that occupation. A vacancy rate of five percent means that for every 100 jobs, five were vacant at the time of the survey.

#### HIRING DEMAND INDEX

The Hiring Demand Index presented in this report measures demand for labor over and above the normal demand due to turnover. This measure, first constructed by the Minnesota Department of Employment and Economic Development, is computed as follows:

(Job Vacancy Rate in the Occupation / Job Vacancy Rate in all occupations)

divided by

(Turnover rate in the occupation / Turnover rate in all occupations)

Job vacancy rates are calculated as discussed above, and national turnover rates were provided by the Minnesota Department of Employment and Economic Development. They were calculated using Current Population Survey (CPS) Job Tenure Supplement microdata.

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